

TEXT OF PROPOSED REGULATIONS

In the following text underlining indicates adopted text.

Article 3. CALPIA Inmate Work/Training and Education

New Section 8006 is adopted to read:

8006. Inmate Pay Rates, Schedule and Movement.

(a) Inmates assigned to work programs within CALPIA shall receive compensation as determined by the General Manager and reviewed by the Prison Industry Board (PIB). Compensation shall be paid from the Prison Industries Revolving Fund, and shall be in accord with the graduated pay schedule, and based on quality and quantity of work performed, and technical skills and abilities required for its performance.

(b) Any proposed changes to the Inmate Pay Schedule shall be submitted by the General Manager to the PIB for review.

(c) Final determination of any disputes or interpretations of the Inmate Pay Schedule shall be made by the General Manager.

(d) CALPIA inmate pay rates shall be in accord with the following skill and step levels:

(1) Inmate Pay Schedule:

<u>Skill Level</u>	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
<u>Level 1</u>			
<u>Leadperson (AA)</u>	<u>\$.75</u>	<u>\$.85</u>	<u>\$.95</u>
<u>Level 2</u>			
<u>Special Skills (A)</u>	<u>.65</u>	<u>.70</u>	<u>.75</u>
<u>Level 3</u>			
<u>Technician (B)</u>	<u>.55</u>	<u>.60</u>	<u>.65</u>
<u>Level 4</u>			
<u>Semi-Skill (C)</u>	<u>.45</u>	<u>.50</u>	<u>.55</u>
<u>Level 5</u>			
<u>Laborer/Entry Trainee (D)</u>	<u>.30</u>	<u>.35</u>	<u>.40</u>

(e) The Prison Industries Administrator/Lead Manager at each facility shall be responsible for the administration of the CALPIA inmate pay program, ensuring pay positions are properly classified and allocated.

(f) Movement between one pay rate to another pay rate shall be based upon the following:

(1) Pay increases. Increases shall not be automatic or solely based on the inmate's longevity in an assignment. Increases in the pay rate shall be based on the inmate's productivity (quantity and quality of work performed), the supervisor's recommendation, the inmate's work/training performance report, and shall be subject to the review and approval of the Prison Industries Administrator/Lead Manager.

(A) Inmates may receive a pay increase for satisfactory performance after they complete three months of work in each step level, as described in subsection (d)(1) above.

(B) Inmate pay increases from Step I to Step II and finally Step III shall be effective upon the Prison Industries Administrator/Lead Manager approval on the first day of the following month after the pay increase is administratively processed.

(2) Pay decreases. Reduction in pay shall be based on the immediate supervisor's recommendation, inmate's less than satisfactory work performance, or inmate misconduct as described in Title 15, California Code of Regulations (CCR), Division 3, Sections 3312, 3314, or 3315.

(A) Inmate pay decreases shall be effective upon the Prison Industries Administrator/Lead Manager review and approval on the first day of the following month after the pay decrease is administratively processed.

(3) Advancement. Inmates may advance to a higher skill level, as described in subsection (d)(1), with the immediate supervisor's recommendation and based upon the inmate's demonstration of increased skill level, their work/training performance report, and shall be subject to the review and approval of the Prison Industries Administrator/Lead Manager.

(A) Inmates may advance from one skill level to the next, after they complete one month of work in their current skill level, as described in subsection (d)(1) above.

(B) Inmate advancement shall be effective upon the Prison Industries Administrator/Lead Manager approval on the first day of the following month after the pay increase is administratively processed.

(C) An inmate's longevity shall not be used as criteria for the purpose of upgrading skill level.

(4) Removal beyond inmate control. Inmates removed from their work assignment for reasons beyond their control, including, but not limited to out-to-court or lengthy hospital stay, may return to a CALPIA assignment at the same or closest level of pay to their former position, if a position is available, via the institution classification committee process, CCR, Title 15, Division 3, Section 3040.

NOTE: Authority cited: Sections 2801, 2808 and 2811 Penal Code. Reference: Sections 2806 and 2811 Penal Code.